



RIELITY CHECK

A publication of the Louis Riel Teachers' Association (www.lrta.ca)

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PRESIDENT'S MESSAGE

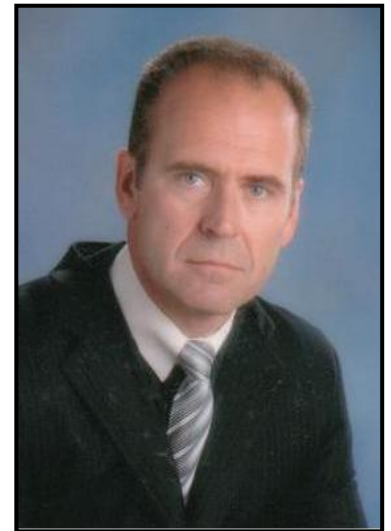
President – Frank Restall

If you attend but one meeting this year, make it this one!

LRTA Annual General Assembly Wednesday, April 20th

The strength of our Association continues to be the active involvement of our membership.

The active involvement of members attending the Annual General Assembly demonstrates the recognition by members of the importance of standing as a collective. Being a collective means to stand with and support your colleagues. As a member, your benefits and working conditions are in existence only because of members willing to stand as a collective and to bargain as a collective. The gains that have been made in the past can be directly attributed to the membership standing and working together.



What makes the concept of a collective truly admirable is the fact that members put the concerns of the collective ahead of their own personal situations. On a daily basis, members can demonstrate commitment to the collective by ensuring that the articles of the Collective Agreement are honoured. On a yearly basis, members can demonstrate commitment to the collective by attending the Annual General Assembly.

Have you marked your calendars for Wednesday, April 20th to attend the LRTA Annual General Assembly? Important decisions which determine the direction of your Association are decided at this meeting. There are many reasons for you to attend the AGA for every decision affects you!

Council Reps have received nomination papers for the Executive positions. Nomination forms are also available on the LRTA website. Please consider running for a position. Every staffroom will receive election statements from nominated candidates in early April.

The AGA is also your chance to vote on any proposed changes to our Constitution, Bylaws and Policies. The LRTA budget for 2011-12 will be presented, debated and voted on, and the LRTA fee will be determined. The LRTA/MTS Relations Committee will present their findings and the Dental Plan will be reviewed. Come out and let your voice be heard! These are very important reasons for attending the AGA as your voice and vote will determine the outcomes.



...PRESIDENT'S MESSAGE (continued from page 1)

The Association exists to serve its members and protect member rights and working conditions. In order to best represent and serve the members, all administrators, clinicians, coordinators and teachers need to attend the AGA. A chain is indeed only as strong as the weakest link!

I look forward to seeing you at the Louis Riel Arts and Technology Centre on Wednesday, April 20th at 4:30 PM. Pizza and soft drinks will be provided following the meeting. Onsite child care for the meeting will be provided with advance notice (email preslrta@shaw.ca).

Take care of yourself and take care of each other!

Frank Restall

President, Louis Riel Teachers' Association

Spring is the season to commence the building of the LRTA 2011 - 2012 Executive. All positions are one year terms so every position is vacant. Elections will take place at the AGA on Wednesday, April 20, 2011 at The Louis Riel Arts and Technology Centre (5 de bourmont ave).

The Table Officer positions are:

**PRESIDENT,
VICE PRESIDENT – COLLECTIVE BARGAINING,
VICE PRESIDENT – PROFESSIONAL DEVELOPMENT, and
SECRETARY-TREASURER**

The Committee Chair positions are:

**ÉDUCATRICES ET ÉDUCATEURS FRANCOPHONES DU MANITOBA
EMPLOYEE BENEFITS EQUITY AND SOCIAL JUSTICE
PUBLIC RELATIONS SOCIAL
MEMBER AT LARGE (3) LRASA REPRESENTATIVE**

Nominations will be accepted until Wednesday, March 23, 2011, 12:00 noon. Nomination forms are available through your Council Rep or the LRTA website and once completed, forms are to be sent to James Bedford – LRTA Office – 929 5780 (fax)

Here are the procedures for the election:

- Candidates will be entitled to the following:
 - an election statement (one 8 1/2 X 11 sheet)
 - translation of the election statement
 - distribution of the election statement
- The expenses for the above will be borne by the Association.
- Materials to be distributed **must** be submitted to the Chair of the Nomination Committee, James Bedford, by noon (12:00 p.m.), Wednesday, March 23, 2011. **It is highly recommended that you send in your election statement as early as possible to facilitate translation and printing.** Materials arriving after March 23, 2011 will be translated and copied if time allows.
- No other campaign materials are allowed.
- **No campaign materials may be distributed at the Annual General Assembly.**

A written report on nominations will be distributed to each school in the Association by April 6.



A SIMPLE GESTURE OF THANKS

LRTA Member at Large – Marcela Cabezas
(Reprinted, almost in its entirety, from the Rielity Check of March 2010)

Becoming a parent ushers in a time of endless thanks. You are tremendously thankful when the little bundle of joy arrives into the world happy and healthy. You give thanks to family and friends for the little things they do to make your life easier. And boy, are you ever thankful when your baby starts sleeping through the night!

Significant changes in our lives often make us sit back and take stock of people and things we used to take for granted. As I look back upon the months that I have spent at home with my baby, I am astonished at how far he has come along since day one. I am truly grateful for the opportunity to stay at home with my son for a full year and I have to thank the LRTA for bargaining for this gift on my behalf. Before this recent life change, I paid little attention to certain articles in our Collective Agreement. Sadly, it isn't until you need something that you start to care about it, and Article 6.01 is incredibly important to me now. If you don't know what Article 6.01 is, perhaps it's time to blow the dust off of your copy of the Collective Agreement and take a peek. You might be surprised to find something inside it that directly affects you as you transition into a new stage of your career or life.

There are many articles in our Collective Agreement that we take for granted in our busy lives as teachers. Regrettably, many teachers just care about Article 4.00, the salary schedule. A paycheque is deposited into our bank account at month's end, but rarely do we ever take the time to ponder the time and effort it took to reach that sum on our behalf. We seldom stop to give thanks to the few who gladly volunteer their time seeking out the best for us all. Our Collective Agreement is filled with evidence as to how the LRTA works tirelessly on our behalf considering things we need before we even realize we need them.

So as my baby begins to stir from his afternoon nap and that moment of quiet reflection is overtaken by his cries for food and snuggles, my final thought for you is this; what have you done lately to give thanks for the work done on your behalf? Are you a council representative for your school? If your answer is yes, my thanks go to you. Are you an LRTA committee member? If so, thanks again. Now more than ever, I understand that time is a luxury. Giving thanks doesn't require a grand gesture or huge time commitment; it can be something as simple as attending one meeting per year. The LRTA's Annual General Assembly is coming up on April 20th. It may not seem like a lot, but a simple gesture of thanks goes a long way. Your attendance at that one meeting speaks volumes to the few who work diligently on your behalf to make your job and workplace the best it can be. I'll be at the meeting, will you?



LET THE BARGAINING BEGIN

Collective Bargaining – Barry Wittevrongel

Steps to Achieving a Collective Agreement

- Step 1 – The LRTA Council appoints the Bargaining Committee.
- Step 2 – The Bargaining Committee develops proposed clauses based upon issues that have arisen or needs that have been identified by members through surveys.
- Step 3 – The Bargaining Committee puts together the package of proposed clauses for presentation to Council.
- Step 4 – The package is presented to Council at the February Council Meeting. Reps take the package back to the schools to be shared with members.
- Step 5 – At the March Council Meeting, Council approves the package and a letter to open bargaining with the Division. The Collective Bargaining Chair names the Table Team that negotiates with the LRSD Committee.
- Step 6 – The letter to open is received by the Division and discussion occurs to set dates for negotiations. Past practice has been that dates are set for May and June.
- Step 7 – The first two meetings usually involve presentation of the opening packages. The LRTA presents its package to the Division first with the Division responding at the second meeting.
- Step 8 – More intensive bargaining begins with the goal of achieving an agreement at the table. This may take several meetings to achieve. If achieved, an agreement-in-committee has occurred and Steps 9 – 11 follow. If not achieved, impasse is declared and the parties begin Step 12.

Agreement-in-committee:

- Step 9 – The LRTA is required to hold a member ratification vote to approve the changes to the collective agreement.
- Step 10 – Once the members ratify the collective agreement, the LRSD trustees must approve the changes to the collective agreement.
- Step 11 – Once both parties approve the collective agreement, the new agreement must be signed and printed for each member of the LRTA.

Impasse:

NOTE: At any time both parties can agree to return to the bargaining table.

- Step 12 – A recommendation from the LRTA Table Team to apply for arbitration would go to Council. (Either party may request the appointment of a conciliation officer to intervene or a joint recommendation may be made for mediation. The goal at this stage is to see if there is any possibility of an agreement.)



...LET THE BARGAINING BEGIN (continued from page 4)

Step 13 – Each party names their nominee to the arbitration panel and a chair is selected. Thus, the arbitration panel consists of 3 individuals.

Step 14 – The first order of business is to set dates for the hearings. Usually a number of dates are selected.

Step 15 – Each side presents arguments and counter arguments to the arbitration panel.

Step 16 – The arbitration panel receives all of this information and the chair writes his/her report. The award is binding on both the LRTA and LRSD.

To give an idea of time frames, the contract for our colleagues in River East Transcona expired June 30, 2010. RETTA entered Step 7 in April 2010. Impasse was declared by the Association in September 2010. Their Board requested conciliation which occurred in December 2010. Conciliation was not successful. The actual dates for the arbitration hearings will take place between September and November of 2011. The award from the arbitrator will not likely occur before February of 2012.

The arbitrated collective agreement would be retroactive to July 1, 2010. Most likely, the award would be for at least two years as the first year had passed before arbitration dates had even been set.

“The two most powerful warriors are patience and time.” -Tolstoy

ABOVE AND BEYOND

Collective Bargaining – Barry Wittevrongel

Article 6.12 – Recognition of Extra-curricular Activities

“Extra-curricular activities” mean student-related athletic, social, recreational and cultural activities, occurring outside the normal school day...”

For performing 50 hours of extra-curricular duties during a school year, “a teacher will be entitled to a paid leave of absence of one day maximum per school year.”

This clause encompasses all of the student activities that teachers organize, lead and supervise outside of the regular timetable. These activities are student related and not necessarily connected to one’s teaching assignment. These activities are optional for the teacher and the activities may occur before school, at lunch, or after school and be of at least 30 minutes in duration. The teacher is volunteering his/her time.

In order for a teacher to access the leave, a teacher’s activity must receive prior approval from his/her principal. In addition, the teacher must record the times that s/he is investing into the activity on the Extra-curricular Activity Form. A copy can be found in the Staff Area of the Division’s site under “Forms” followed by “HR”.

If you require clarification or further information, do not hesitate to call the LRTA office at 929-5782.



***Victor and Marie Wyatt Bursary Application
for courses taken between January 2010-December 2010
by Robert Gaudes VP Professional Development***

The Victor and Marie Wyatt Bursary Committee is accepting applications for bursaries from teachers and administrators to pursue studies related to public school education.

The Bursary is available to:

Educators who are *currently* employed in the Louis Riel School Division,
Educators who are *currently* on leave from the Louis Riel School Division.
And Educators who have requested a leave from the Louis Riel School Division for educational purposes and who will be *returning to the division*.

Bursary Criteria:

- Tuition at registered universities or colleges (not including such things as parking, dental or medical insurance, or cost of books and supplies) will be considered.
- Payment is made directly to the individual,
 - After completion of the course(s), and only
 - After funding is approved by the Bursary Committee upon submission of all required information.
 - Bursary applications will not be accepted in two consecutive years. (e.g. 2008 applicants may apply again in 2010)
 - Maximum eligible tuition: \$1500.00

Applications must include:

- Proof of course completion – Academic Transcript
- Proof that the course(s) fee(s) have been paid – T2202A Certificate

Application form can be found at www.lrta.ca under 'Bursaries'.

Deadline for submission: Friday, April 22, 2011.

Send completed form and all information to:

Louis Riel Teachers' Association
Attn. Vice President of Professional Development
L.R.T.A. Office, 22 Varennes Ave
Winnipeg, Manitoba, R2M 0N1

Process:

- Applicants will receive their letter of confirmation from the Bursary Committee. It will indicate the amount of bursary awarded by the committee.
- A copy of the confirmation letter is sent to the Winnipeg Foundation.
- A cheque from the Winnipeg Foundation will be mailed directly to the recipient.
- In February, each applicant will be issued a tax receipt from the Winnipeg Foundation indicating the amount of their award.



Workplace Safety and Health Division Contact Information:
Winnipeg: (204) 945-3446
Toll-Free: 1-866-888-8186 (Manitoba only)
24-Hour Emergency Line: (204) 945-0681
Publications/resources available at: www.safemanitoba.com

SAFE Work and the Supervisor – Your Responsibilities

The person most relied on for training and direction concerning safety and health is a worker's supervisor. It is important for supervisors to be aware that the majority of serious incidents occur during a worker's first year on the job. Supervisors must be competent and trained to address work-related hazards.

Supervisor Responsibilities

A supervisor is a person who:

- Is in charge of a workplace
- has authority over a worker
- implement management's policies

Supervisors must ensure that:

- everything is being done to protect the safety and health of workers
- workers follow procedures, and safety and health laws
- workers use all devices and wear all personal protective equipment as required
- workers are told of the safety and health risks for the area in which they are working. If they move to another area or different activity, workers must be trained before they begin their new work.

Employer Responsibilities

- **Training** - An employer must ensure that supervisors are given and/or have the proper education, experience and knowledge for the job that they will be performing. At times, supervisors are given their positions because they are good at what they do. This does not mean that they know how to instruct and manage the day-to-day activities of others, nor does it mean they will be effective in managing workplace safety and health issues. The specific skills and knowledge required for effective supervision should be taught in order to make sure that supervisors are able to train other workers on safe work procedures for the tasks they supervise.
- **Strong safety and health policies** will support supervisors in their work. Company's must have strong safety and health policies in order to support the work of the supervisor, and so that supervisors fully understand and put into practice company policies and procedures.
- **Senior management commitment** is something that supervisors will need to rely on if it is expected that training and safety and health policies will be effective. Top level management must take the time required to make visible the safety and health within the organization, and to show that they are serious when it comes to the safety and health of workers.

(See over)

When Considering a Supervisory Position or When Already a Supervisor

- Be aware that a supervisor has the right to ask the employer for information, and for a written safety and health orientation program that can be used with new workers in order to cover the basics in a consistent fashion.
- Understand that what you need to know varies with your job or type of industry. Asking questions about specific hazards and written safe working procedures will allow the training of new workers to become more effective.
- Be aware that different people learn differently and that a 'one-size-fits-all' approach for all workers may not be effective.
- Check back to ensure that workers understand the task – watch them perform their tasks. Remember that most new workers try to "fit in" with new co-workers. They are only able to absorb so much information.
- Encourage all workers to ask questions – new workers often try to impress their supervisors and do not want to appear as though they have not understood something.
- Assigning a mentor to a new worker is strongly recommended – this can help ease the process of "fitting in," and will allow workers to focus on the safety and health aspects of their new job. Keep in mind that experienced and professional workers do not always follow the rules – they have often integrated bad practices into their day-to-day activities and are not always aware that they are doing them.
- Ask for a copy of your workplace written safety and health program (required in workplaces with 20 or more workers). Familiarize yourself with the contents. This program symbolizes your employer's commitment to safety and health.

"Cette information existe également en français au www.gov.mb.ca/labour/safetr/index.fr.html"

Reference to legal requirements under workplace safety and health legislation:

- Manitoba Workplace Safety and Health Act, W210
 - Section 4.1, Duties of supervisors;

Additional workplace safety and health information available at www.safemanitoba.com



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Where Will You Be on April 20th at 4:30 P.M.?

Once a year, in April, the Louis Riel Teachers' Association requires your attendance at its Annual General Meeting. This is a **MUST ATTEND** for all LRTA members! At this meeting the Executive for the following year is elected and any motions regarding changes to our Constitution, Bylaws and Policies are debated. Also, the budget that determines Association expenditures and members' fees is passed. Your attendance ensures input into important decisions such as these that affect your work experience.

Copies of the proposed Constitutional, Bylaw and Policy changes will be found on the website at 'lrta.ca' and in your staffroom. A copy of the proposed budget will be in every school and online and the Committee Reports from 2010-11 Executive will also be online. As well, every staffroom will receive the election statements of nominated candidates for Executive. These will also be found on our website. Please take time to look at these documents so you can make informed choices on April 20 at the AGA. We will have several new members who put their names forward and we have members of our current Executive who are leaving.

The nominations for the 2011-2012 Executive are almost complete. This is a wonderful opportunity to get involved in your Association and for your commitment, you are guaranteed a couple of meetings each month, some great food, and the satisfaction of knowing that you have been a part of improving the professional lives of your colleagues.

**So mark April 20th, 4:30 PM at the
Louis Riel Arts and Technology Centre
on your calendars and come out to the AGA!**

Soyez des nôtres à l'AGA!

*The LRTA is
here for you*

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Please don't hesitate to contact us!